

# For Your Safety Culture: the Just Culture Assessment Tool

Outcome Engenuity Releases its Just Culture Algorithm™ Software



**Minneapolis, MN (December 12, 2017)** – Outcome Engenuity announces the release of the software version of its popular Just Culture Algorithm™. In both single user and enterprise versions, the Just Culture Assessment Tool provides leaders and managers with real-time tools to more fairly and justly evaluate employee conduct.

The Just Culture tools stem from 25 years of work in high-consequence industries, helping leaders create open, accountable, safety cultures. In aviation, it's internationally recognized as a key to flight safety. In healthcare, it's a cornerstone of the patient safety movement. It's the means of creating an open safety reporting culture. It's also the means to hold inescapably fallible human beings accountable for their actions in a manner that is fair and just. It's not about, "how bad was the outcome? and who did it?" Gone are expectations of perfection and the lazy strategy of "no harm, no foul." Instead, it's console the human error, coach the at-risk behavior, and sanction the reckless behavior - all independent of the actual outcome. That's the Just Culture brand of accountability. Working well, it is a key human resource strategy for keeping employees safe, improving employee retention and morale, and producing better outcomes for the customers being served.

The Just Culture - it's easy to say, but hard to do. The Just Culture Assessment Tool makes the task of employee evaluation and appraisal easier by putting real-time help at the fingertips of operational managers. It gives managers the ability to electronically walk through the algorithm, document the rationale for their decisions, and set up the record for leadership review. It's to workplace justice what spreadsheets are to accounting. It's the tool to develop a more open, fair, and just culture within any organization. The Just Culture Assessment Tool is a desktop application with data safely secured on the cloud. It's available in both a Windows and Mac format. Pre-orders are available at \$20.00 off list price. Ships on December 20th as a digital download. Available at [www.outcome-eng.com](http://www.outcome-eng.com).

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